

TRAINEE PERCEPTION OF E-LEARNING IN SOFTWARE INDUSTRY IN SRI LANKA

By

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ABSTRACT

The e-learning technology which is at growth stage in Sri Lanka is used in Software Industry than in any other Industry in the country. Is e-learning more effective is a question that is in the minds of anybody who wishes to switch to e-learning in the Industry. It is also mandatory that trainers in all companies in every industry needs to know approach that needs to be taken when training their staff through e-learning. In above context the objectives of this research was to gain an insight of the trainees perception of e-learning in the software industry in Sri Lanka and to find out whether factors found important by the trainees were incorporated in the approaches used by companies when designing e-learning systems. The findings of this research should help the trainers to develop effective training programs through e-learning. In this research we try to establish whether trainee perception of e-learning is more positive in Software Industry in Sri Lanka or not. A questionnaire was used to find out the perception of e-learning from the learners in the software industry. Interviews were carried out to find out whether the approaches used by four major software companies in Sri Lanka in designing e-learning systems to train their staff considered the factors found important by trainees in e-learning. The parameters along which to find out trainee perception of e-learning were found from the literature and these were categorized under the dimensions of quality, cost and time. The study proved that the trainees by far had a positive perception on e-learning. From the interviews it was evident that the Sri Lankan software companies did not have a comprehensively planned approach to the design of the e-learning systems and hence did not consider majority of factors that the trainees found important in e-learning. Most companies have relied on groups of individuals to develop the systems according to their visions and talents.